

To

All Controllers  
Including Dy: MAG  
and Principal MATI  
Rawalpindi.

SUB: GRANT OF PREMATURE INCREMENT ON APPOINTMENT FROM  
LOWER TO HIGHER GRADE

REF: Clarification on the subject by the office of the Auditor General of Pakistan  
with the consultation of the Finance Division (Regs-Wing) Islamabad  
circulated vide this office ltr of even No. dt. 21/5/2001.

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It has now been intimated by the office of the Auditor General of Pakistan  
Islamabad that the issue of premature increment on appointment from one post to another  
has been re-examined in the Regs: Wing and the opinion arrived at is given below:-

2. The admissibility of premature increment is regulated by Fin: Div's O.M.  
No.F-1 (2) NG-Imp/71, dt.16/2/1977, which clarifies the concept of pay fixation and  
premature increment in the scheme of National Pay and Allces vide clause (I) of Part-I of  
Fin: Div's O.M. No.1 (2)-NG-Imp/71, dt.8/3/172, as reproduced below:-

- I) In cases of promotion from a lower to a higher post, where the stage in the  
National Scale of the higher post, next above the substantive pay in the  
National scale of the lower post, gives a pay increase equal to or less than, a  
full increment, the initial pay in the National Pay Scale pertaining to the  
higher post will be fixed after allowing a premature increment in the  
National Pay Scale of the higher post. The existing rules/orders regarding  
grant of minimum pay increases on promotions, shall be treated as  
withdrawn.

3. According to the clarification issued vide Fin: Div's O.M. dt.16/2/1977, the  
word "promotion" occurring in the first line of the said clause has been used in the context  
of the recruitment rules. Accordingly, it means an appointment from one post to another  
involving assumption of duties or responsibilities of greater importance for the purpose of  
FR-22 and 30.

4. Similarly, the words "promotion/appointment" used in Fin: Div's U.O. No.893-R-3/81 dt.24/10/1981 may also be interpreted in the context of the recruitment rules. Therefore, Finance Division did not err in using the word "appointment" in combination with the word "promotion" in the aforesaid U.O. letter.
5. In the light of foregoing position, the benefit of premature increment is admissible to all those Govt. servants whose promotion/appointment involves assumption of duties and responsibilities of greater importance, than those attached to their previous posts.
6. Moreover, the provisions of pay fixation contained in FR & SR and Govt. instructions/decisions applicable to Govt. servants cannot automatically be extended to autonomous bodies.
7. In view of the above, the office of the Auditor General of Pakistan have withdrawn their earlier ruling circulated vide this office letter even No. dt.21/5/2001.
8. Please take action accordingly and acknowledge receipt.

(Sd/xxxxxxxxxxxxxxxxxx)  
(MAQBOOL HUSSAIN RAJA)  
Accounts Officer